

## **Electro Mechanical Systems Limited ("EMS")**

### **Modern Slavery Policy**

This policy relevant to the Modern Slavery Act 2015 sets out the approach taken by EMS to understand all potential slavery risks relevant to its business, and the actions taken to mitigate any such risks. While EMS is not directly required by law to produce this document (with a turnover of less than £36 million), it is considered applicable as part of our due diligence program and to protect the interests of our Customers and our business.

EMS is classed as a SME and is based within the south of England, designing and manufacturing bespoke drive systems and supplying electromagnetic components across a wide range of industry sectors. EMS is based over 2 sites with its headquarters in Poole, Dorset and has a global supply chain of electromagnetic components along with a wide range of UK based component manufacturers.

EMS Directors are committed to delivering high standards of corporate governance and managing the Company in a socially responsible way. EMS aims to employ the highest ethical and professional standards and will always comply with local laws and regulations applicable to our business; as such EMS is committed to preventing slavery and human trafficking in all corporate activities and the supply chains that it uses. EMS expects the same standards which we set for ourselves from those parties with whom we engage including both our Suppliers and Customers.

Due to the nature of our business and our approach to governance, we have assessed that there is a very low risk of slavery and human trafficking in our supply chains. EMS will review this policy as part of our regular management review meetings and ensure that it is both relevant to the business and any applicable actions are implemented. EMS does not track key performance indicators in relation to slavery or human trafficking as any instance is intolerable and would be a breach of law, our Supplier standards and/or our Company policies.

EMS will not trade with any company who is known to not comply with the requirements of the Modern Slavery Act 2015.